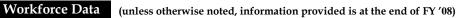
Department of Public Defense Facts - FY '08

http://www.state.ia.us/government/dpd/index.html

General Information

Joint Force Headquarters (JFHQ) Address: 7105 NW 70th Avenue

Johnston, IA 50131-1824



FT EEs: # PT EEs: # Temporary EEs: 21 Average Length of Service: 11.08

Span of Control: 11.41 % Performance Evaluations Completed: 99% **Total Unemployment Insurance Claims: 8**

Employee Age Groups			Supervisor Age Groups			ups	<u>Females</u>		<u>Males</u>		
<25	13	45-54	114	<25	0	45-54	10	# of Females:	84	# of Males:	278
25-34	47	55-64	93	25-34	0	55-64	18	% of WF:	23.20%	% of WF:	76.80%
35-44	90	65+	5	35-44	3	65+	0	Average Age:	48.06	Average Age:	46.63
Employee Average Age: 46.96 Supervisor			or Ave	rage Age:	54.37	Average Length	of Service: 12.75	Average Length	of Service: 10.58		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities: 21		# of African-American:	9	# of Non-minorities:	328
% of Workforce: 5.80%		# of Asian:	5	% of Workforce:	90.61%
Average Age:	45.69	# of American Indian:	2	Average Age:	46.99
Average Length of Service:	6.84	# of Hispanic or Latino:	5	Average Length of Service:	11.40

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities: 19		# of Persons With Non-Disabilities: 313		
% of Workforce:	5.25%	% of Workforce:	86.46%	
Average Age:	53.78	Average Age:	46.44	
Average Length of Service:	15.75	Average Length of Service:	10.78	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 36	EEO Category 2: 106	EEO Category 3: 10	EEO Category 4: 101
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 10	EEO Category 7: 78	EEO Category 8: 21
Separation Rate: 8.53%	Hire Rate: 10.73%	Number Hires: 37	Transfer In: 2
Retirements: 5	All Terminations: 7	Voluntary Quits: 14	Transfer Out: 5

# of Classes Used: 91	Most Populous Classes: Airport Firefighter (49), Air Base Security Officer (28), Installation Security Officer (18)					
Separations - By Class:	Custodial Worker (5), Air Base Security Officer (4), Airport Firefighter (4)					
# Eligible for Retirement:	82 in next 5 years	% Eligible: 22.65%				

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$52,455.73	Sick Leave Payouts: \$8,983.42	Annual Payroll: \$18,328,788.08	Avg. Base Salary: \$50,251	Overtime Days Worked: 982.9	
Overtime Cost: \$239,897.86	Reassignment Pay: \$849.60	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$79,800.00	
Workers' Comp Payouts: \$6,313.66	Vacation Pay - Earned Value: \$1,324,734.62	Vacation Days Earned: 6,857.7	Vacation Used Expense: \$1,282,528.05	Vacation Days Taken: 6,449.2	
Workers' Comp Days Used: 95	Sick Leave Days Earned: 5,572.0 Sick Leave -Earned Value: \$1,025,317.53	Reg. Sick Leave Used Expense: \$684,691.19	Reg. Sick Leave Days Used: 3,687.1 Avg. Sick Leave Days Per EE: 10.19	Converted Sick Leave To Vacation Days Used: 283.0 Converted Sick Leave To Vacation Used Expense: \$60,074.12	
Injury Leave Used Expense: \$58.83	Injury Leave Days Used: 0.4	Classification Appeals:	Reclassifications Up (Filled): 8 Up (Vacant): 0	Grievances Contract Grievances: 4 Disciplinary: 3	
Funeral Leave Used Expense: \$5,988.09	Funeral Days Used: 24.4	Extraordinary Pay: \$3,320.00	Down (Filled): 8 Down (Vacant): 2 Lateral (Filled): 23	Language: 1 Non-Contract Grievances: 0 Disciplinary: 0	
Jury Leave Used Expense: 2.0 \$494.88		Special Duty Pay: \$0	Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$-530.40	Language: 0 Arbitrations: 0	

^{*} based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU:	12	Minorities: Current Year (FY '09) RUU:	1	PWD: Year (FY '09) RUU:	20
Current Year (FY '09) Goal:	1	Current Year (FY '09) Goal:	1	Current Year (FY '09) Goal:	4
Goal Achievement (FY '08): No	, 2/17	Goal Achievement (FY '08): No.	3/5	Goal Achievement (FY '08): No	0, 0/20

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 12, 2009

